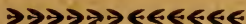


— OF THE —

— OF —

FOUNDED NOV. 25-26, 1886



— AT THE —

➤➤➤➤➤➤➤➤➤➤

TAKING EFFECT, NOVEMBER 1, 1910

CONSTITUTION OF GRAND LODGE

— AND —

By-Laws for Subordinate Lodges

— OF THE —

International Brotherhood

— OF —

Maintenance-of-Way Employes

FOUNDED NOV. 25-26 1886

*Eighth Biennial Session held at Boston, Mass.,
September 5, 6, 7, 8, 9 and 10, 1910.*

OFFICE GRAND LODGE:
VANOL BUILDING, ST. LOUIS, MO.

ST. LOUIS, MO.
1910.

ORDER OF BUSINESS.

For Subordinate Lodges.

1. Roll call of members.
 2. Reading minutes of last meeting.
 3. Secretary-Treasurer's report of expelled or suspended members.
 4. Report of Committees.
 5. Communications, bills and notices.
 6. Propositions for membership.
 7. Balloting for candidates.
 8. Initiation of candidates.
 9. Unfinished business.
 10. New business.
 11. Election of officers.
 12. Installation of officers.
 13. Is any brother sick or out of employment?
 14. Transfer and withdrawal cards.
 15. Reading receipts from Grand Lodge.
 16. Debate—Good of the Brotherhood.
-

INDEX.

	PAGE.
Constitution and General Laws.....	4-34
Beneficial Department	20-25
By-Laws for Subordinate Lodges.....	34-39
Laws Governing Protective Department..	40-47
General Instructions	47-48

331,988
M29c
1210

PREAMBLE.

The objects of this organization are:

1. To exalt the character and increase the ability of maintenance-of-way employees to perform their duties.

2. To insure greater safety to the traveling public and greater economy in the maintenance-of-way department by interchanging ideas and discovering the best methods of performing our duties.

3. To benefit our employers by raising the standard of efficiency of maintenance-of-way employees.

1910
4. To alleviate distress among sick or disabled members.

5. To bury deceased members.

6. To provide for the widows and orphans of deceased members.

direct
7. To allow no person to remain a member of the Brotherhood unless he lives a sober, moral life.

8. To require all members to faithfully and honestly perform their duties to the best of their ability for the companies employing them.

9. To use all honorable means to secure the passage of laws beneficial to the craft, and to improve the condition of maintenance-of-way employees.

CONSTITUTION OF CONSTITUTION.

ARTICLE I.

Section 1. This organization shall be known as the International Brotherhood of Maintenance of Way Employes and shall hereinafter be referred to as the Brotherhood. It shall consist of one Grand Lodge and such Subordinate Lodges as may hold legal unreclaimed charters granted by the Grand Lodge.

Sec. 2. Such Grand Lodge shall consist of a Grand President, six Grand Vice-Presidents, a Grand Secretary-Treasurer and a Grand Executive Committee of five members and the Delegates elected by the Subordinate Lodges in good standing in the Brotherhood and members at large as hereinafter defined, to represent them at all meetings of the Grand Lodge, also a Grand Chaplain, a Grand Messenger, and a Grand Outer Sentinel, which last three enumerated officers shall be appointed by the Grand President immediately after the election of the said Grand President and prior to his installation.

Sec. 3. The elective officers above enumerated shall be elected at such biennial meeting of the Grand Lodge by a majority vote of the representation of the delegates of the Subordinate Lodges, and by the individual votes of Grand Lodge members at large, and shall serve until their successors are elected and installed at the next biennial meeting of the Grand Lodge.

Sec. 4. There shall be held biennially a meeting of the Grand Lodge at such time and place as may be designated at the last preceding biennial meeting of the Grand Lodge.

Sec. 5. At such biennial meetings of the Grand Lodge each delegate of a Subordinate Lodge shall be entitled to cast one vote for each member in good standing of the Subordinate Lodge which he represents.

Sec. 6. In the event of a vacancy of an elective Grand Lodge Officer by reason of death, resignation or removal for cause, the Grand

4 President or the Grand Secretary-Treasurer, or
5 the Chairman of the Grand Executive Committee shall immediately call a meeting at headquarters of the remaining Grand Lodge elective officers for the purpose of filling such vacancies.

Sec. 7. Special meetings of the Grand Lodge may be called by the Grand President with the written consent of three members of the Grand Executive Committee or any four of the five members of the Grand Executive Committee. Such meeting shall be held at the headquarters of the Grand Lodge offices, at least thirty days' notice in writing having been given to Subordinate Lodges of the time and place of holding such special meeting and the purpose for which same is called. No other business except that specified in notice for which the special meeting is called shall be transacted at such special meeting of the Grand Lodge.

Sec. 8. At such special meetings the delegates and members or alternates at large shall be entitled to vote in the same manner as at biennial meetings of the Grand Lodge, as heretofore indicated.

Sec. 9. The representation shall be the duly accredited delegates or alternates representing the Subordinate Lodges and members at large, accredited at the last preceding biennial meeting of the Grand Lodge. In case of a vacancy in such representation by death, or otherwise, of both the delegate and alternate of a Subordinate Lodge, the said Subordinate Lodge shall immediately proceed to elect another delegate and alternate to represent such Lodge at such special meeting.

Sec. 10. Each Lodge in possession of a charter from Grand Lodge, which has one hundred members or less in good standing in the Brotherhood, shall be entitled to a delegate and the Lodge which has a membership in good standing in excess of one hundred shall be entitled to an additional delegate for each hundred members in good standing in the Brotherhood, and

9 in addition to the number of delegates aforesaid
10 a delegate for the remaining fraction, providing
11 such remaining fraction consists of fifty-one
12 members or more in good standing in the
13 Brotherhood.

Section 11. Each Subordinate Lodge in good
2 standing shall be entitled to be represented at
3 the meetings of the Grand Lodge by delegates
4 or alternates as heretofore provided who are
5 members in good standing of such subordinate
6 lodge, but any delegate or alternate may repre-
7 sent two or more lodges if provided with pro-
8 perly attested credentials from each lodge de-
9 siring to be represented by such delegates or
10 alternate, provided that no organizer employed
11 by the Grand Lodge shall represent any lodge
12 other than the one in which he holds member-
13 ship.

Section 12. The fiscal year at Grand Lodge
2 headquarters shall end on August 31st, of each
3 year.

ARTICLE II.

Section 1 All Grand Officers shall have all ex-
2 penses incurred by them by reason of their at-
3 tendance to the Grand Lodge paid out of the
4 general fund.

Section 2. The Grand Lodge has jurisdiction
2 over all its Grand Lodge Officers, Subordinate
3 Lodges and entire membership of the Brother-
4 hood, as well as all subjects pretaining to the
5 Brotherhood and its enactments and decisions
6 upon all questions are the supreme law, and
7 while the autonomy of systems is duly recognized
8 system divisions must not legislate directly
9 against the Constitution or without the ap-
10 proval of the Grand President.

Section 3. The Grand Lodge shall hear and
2 determine all controversies which shall be
3 brought before it upon appeal or otherwise, in-
4 cluding decisions or claims appealed from the
5 Grand Executive Committee, providing such
6 appeals come to the Grand Lodge from the de-
7 cision of the Grand Executive Committee as

8 hereinafter provided; reprimand and punish the
9 misconduct of Subordinate Lodges; adopt laws
10 and regulations of general application for the
11 government of Subordinate Lodges and shall
12 have the power to amend or repeal the same; it
13 shall control and regulate the unwritten work of
14 the Brotherhood; issue and supply all charters,
15 rituals, withdrawal, transfer and working cards,
16 and buttons and badges; make such assess-
17 ments as may be necessary for revenue required
18 to defray the expenses of the Grand Lodge and
19 do all things necessary to promote the welfare
20 of the Brotherhood. The Grand Lodge head-
21 quarters shall be at St. Louis, Mo., unless the
22 Grand Lodge at its biennial meeting by a ma-
23 jority of the representative vote there at, de-
24 signate a different place.

ARTICLE III.

2 Section 1. Every officer of the Grand Lodge
3 must be a member in good standing of some
4 Subordinate Lodge in good standing under its
5 jurisdiction.

2 Section 2. Members of the Grand Executive
3 Committee shall be Grand Lodge Officers, and
4 during the recess of the Grand Lodge the Grand
5 Officers are amenable to the Executive Com-
6 mittee, and all charges against the Grand Of-
7 ficers shall be preferred only through the Grand
8 Executive Committee.

2 Section 3. The election of the Grand Lodge
3 Officers shall be held on the last day of the
4 biennial Grand Lodge meeting, immediately af-
5 ter the reading of the minutes of the preceding
6 session, and the installation of the Grand Lodge
7 Officers so elected shall be the last order of
8 business of each biennial session of the Grand
9 Lodge.

2 Section 4. Any member of the Brotherhood in
3 good standing is eligible to election to any office
4 of the Grand Lodge.

ARTICLE IV.

GRAND PRESIDENT.

Section 1. It shall be the duty of the Grand President to preside at all sessions of the Grand Lodge, and he shall submit at each biennial session of the Grand Lodge when assembled, a message setting forth in a general manner the affairs of the Brotherhood during his term of office, including a complete report of his decisions with reference to the interpretation of the Constitution and By-Laws, or his decision in any other matter concerning which an appeal may be taken to the Grand Lodge under the Constitution, together with suggestions of the legislation and changes in the Constitution and By-Laws for the best interests of the Brotherhood, also such other suggestions and recommendations as he may deem advantageous to the Brotherhood and its members.

Section 2. He shall decide all controversies which may be appealed from Subordinate Lodges during the recess of the Grand Lodge after a careful examination of the same, and shall forward his decision in writing to the Subordinate Lodge from which the appeal is taken, such decision shall be final unless reversed by a majority vote of the delegates at the biennial meeting of the Grand Lodge.

Section 3. The Grand President and all Grand Vice-Presidents shall be ex-officio members of any Joint Protective Board, and Local Protective Board and any Local Grievance Committee, with the right to speak but not to vote.

Section 4. He may issue such dispensations as may be necessary to facilitate the business of the Brotherhood.

Section 5. The salary of each Grand Lodge Officer having been fixed by the Grand Lodge at its biennial meeting, the Grand President shall determine the amount of the salary of the Grand Lodge organizers and other Grand Lodge employes, excepting the salary of the employes stationed at headquarters, which shall be deter-

8 mined by the Grand Secretary-Treasurer with
9 the approval of the Grand President.

2 Section 6. He shall give his entire time to the
3 upbuilding of the Brotherhood, visit and instruct
4 Subordinate Lodges, and he may attend Fraternal
5 Conventions, Federation Meetings and other
6 functions that would bring this Brotherhood in-
7 to prominence whenever he deems it advisable.
8 He may in writing over his signature delegate
9 the authority to act for him to any of the Grand
Vice-Presidents and to none other.

2 Section 7. He shall appoint organizers when-
3 ever and wherever in his opinion their services
4 will be beneficial to the Brotherhood.

2 Section 8. He may with the written consent
3 of a majority of the members of the Grand
4 Executive Committee, for cause, discontinue the
5 salary of any Grand Lodge Officer, provided that
6 any such officer so disciplined shall have the
right to appeal to the Grand Lodge.

2 Section 9. He shall have the power to convene
3 Local or Joint Protective Boards or Local Grievance
4 Committees with the consent of the Execu-
5 tive of such Board or Grievance Committee, or a
6 majority of the members thereof, when they
7 deem such action advisable, and to report to
8 such Board or Grievance Committee any member
9 thereof who shall fail to perform his duties
10 or who shall be guilty of insubordination or
sedition.

2 Section 10. He shall be empowered to call up-
3 on the officers of any Subordinate Lodge to or-
4 ganize other Subordinate Lodges when it is not
5 convenient to have the work done by the regular
6 organizers.

2 Section 11. When the Grand President is un-
3 able, by reason of sickness or other unavoidable
4 cause to preside at any session of the Grand
5 Lodge the Grand Elective Officers present at
6 such meeting shall select one of their number to
preside.

2 Section 12. The Grand President may request
3 any Grand Elective Officer to temporarily fill the
chair during any session of the Grand Lodge.

Section 13. When traveling in the interest of the Brotherhood his expenses shall be paid from the general expense fund.

GRAND VICE-PRESIDENTS.

Section 1. The duty of the Grand Vice-Presidents is to assist the Grand President in the discharge of his duties under his general direction, subject to the provisions hereinafter made in this section.

Section 2. Each of the Grand Vice-Presidents shall make a bond acceptable and payable to the Grand Executive Committee in the sum of (\$500.00) Five-Hundred Dollars, and the premium for the same shall be paid from the general fund.

Section 3. The Grand President shall immediately after the adjournment of the biennial meeting of the Grand Lodge, assign each of such Grand Vice-Presidents to a territory which shall, as near as practicable, having in mind the work to be done by such Grand Vice-Presidents, be in the general locality in which he resides,

Section 4. All such Grand Vice-Presidents shall devote their entire time to the upbuilding of the Brotherhood and generally look after its affairs, particularly in the territory to which he is assigned. Provided that in case any such Grand Vice-President, by reason of his employment by a railway corporation, cannot devote his entire time to the interests of the Brotherhood, such Grand Vice-President may devote all the time possible thereto.

Section 5. Each of the Grand Vice-Presidents shall receive a salary during his term of office to be fixed by the Grand Lodge at the biennial meeting at which he is elected.

Section 6. Each of said Grand Vice-Presidents, shall visit and instruct Subordinate Lodges and assist the General Chairman and their Boards when so directed by the President, and it shall be the duty of each of such Grand Vice-Presidents to work in harmony and in conjunction with the Grand President for the advancement

8 of the Brotherhood. Each shall report to the
9 Grand President at least every month and oft-
10 ener if necessary, and when authorized by the
11 Grand President each shall supervise the organi-
12 zation work in the territory to which he is as-
13 signed, and when permanent organizers are em-
14 ployed and the Grand President directs it each
15 shall look after the Grand Lodge interests in his
16 territory making due report of his actions to
17 the Grand President.

ARTICLE V.

GRAND SECRETARY-TREASURER.

Section 1. It shall be the duty of the Grand
2 Secretary-Treasurer to keep a true and correct
3 record of the proceedings of the Grand Lodge,
4 read all written or printed documents submitted
5 to that body which are proper to be read, pre-
6 serve all books, records and other important
7 documents pertaining to the business or the his-
8 tory of the Brotherhood, which may in any
9 manner come into his possession.

Section 2. He shall issue, countersign, and seal
2 all charters, cards and certificates emanating
3 from the Grand Lodge in accordance with the
4 provisions hereinafter made. It shall be his duty
5 to keep accurate account of all moneys received
6 by him, a correct record of Grand Lodge mem-
7 bers, Subordinate Lodges, their officers, mem-
8 bers and post office addresses, dates of initia-
9 tion, numbers of cards and certificates, and such
10 other information concerning them as may be
11 required by the Grand Executive Committee.

Section 3. He shall pay all just and lawful
2 bills and accounts contracted in the name of the
3 Grand Lodge by check, take and file receipts for
4 same. He shall promptly return to Subordinate
5 Lodges receipts for all moneys received from
6 them, and forward to the Secretary-Treasurer of
7 each Subordinate Lodge, by private circular let-
8 ter at the end of the fiscal year, an annual re-
9 port showing the financial transactions of the
10 Brotherhood. Sixty days previous to each bien-
11 nial meeting he shall forward to each Subordi-

12 nate Lodge printed credentials to be filled out
13 by the Secretaries and handed or sent to the
14 delegates to the meeting.

Section 4. He shall assist the Grand President in making all necessary arrangements for each Biennial Meeting of the Grand Lodge and attend in person with all necessary books and papers, and a statement showing the financial condition of the Brotherhood and a message covering his term of office. He shall take charge of all property of the Grand Lodge and shall within thirty days after his election execute a bond for the faithful performance of his duties, the amount and character of such bond to be as hereinafter provided, subject to the approval of and payable to the Grand Executive Committee, If at any time the amount in the treasury exceeds the amount of said bond, he shall be subject to a greater bond at the option of the Grand Executive Committee.

Section 5. He shall deposit all moneys belonging to the Brotherhood in some National Bank or with some reliable Trust Company located at Headquarters, to be selected by himself and the Grand President jointly and shall secure the highest prevailing rate of interest on daily balances.

Section 6. All funds must be deposited in the name of the Brotherhood, and all checks against said funds must be signed by the Grand Secretary-Treasurer, countersigned by the Grand President and bear the impression of the Grand Lodge Seal.

Section 7. On the first of each month, or as near as practicable, he must make a report of all business transacted by him during the previous month to the Grand President and to the Chairman of the Grand Executive Committee and forward a copy of the same to each member of the Grand Executive Committee and to each Grand Vice-President.

Section 8. He shall when consistent with good service employ his assistants from the ranks of the Brotherhood. He shall determine with the

4 approval of the Grand President the amount of
5 salary to be paid to the employes at head-
6 quarters.

Section 9. He shall cause a copy of each Of-
2 ficial Circular issued at headquarters to be for-
3 warded to the Grand Executive Committee.

Section 10. When instructed to do so by the
2 Joint Protective Board on any railway system,
3 he shall levy assessments upon the members of
4 the Brotherhood employed on said system organ-
5 ization. He shall collect all such assessments and
6 disburse the same upon the order of the Joint
7 Protective Board for the legitimate expenses of
8 said system organization; provided that the
9 Joint Protective Board of any system division
10 may, by a majority vote of the members of the
11 Brotherhood on that system, retain their system
12 division funds and the system division Sec-
13 retary shall furnish the Grand Secretary-
14 Treasurer on the 5th day of June, and the 5th
15 day of December, of each year a complete finan-
16 cial statement, showing the standing of such
17 system division. Provided always that the sys-
18 tem funds be collected and remitted along with
19 the Grand dues to the Grand Secretary-Treasurer
20 and shall revert back to said System Division
21 Treasurer.

Section 11. The Grand Secretary-Treasurer
2 shall also manage and edit the official Organ of
3 the Brotherhood.

Section 12. He shall deliver to his successor
2 (when elected, installed and after bond has been
3 executive and accepted by the Grand Executive
4 Committee) all moneys belonging to the Brother-
5 hood, together with all books, documents and
6 other properties of the Brotherhood which may
7 be in his possession.

ARTICLE VI.

ORGANIZERS.

Section 1. It shall be the duty of organizers
2 to repair to such places as may be designated by
3 the Grand President and organize Subordinate

4 Lodges. They shall make prompt and complete
5 returns to the Grand President, giving name and
6 location of each new Lodge, names and ad-
7 dresses of the Officers and such other infor-
8 mation as may be required of them. On the
9 first day of each week they shall make a full re-
10 port to the Grand President of all work done by
11 them during the preceding week and at the same
12 time remit to the Grand Secretary-Treasurer all
13 moneys collected by them for the Brotherhood.
14 They shall give such bond as may be required
15 of them by the Grand President.

2 Section 2. No organizer shall be permitted to
3 collect any moneys from Subordinate Lodge
4 Secretaries.

2 Section 3. That all organizers be instructed to
3 collect local dues "if possible" when collecting
4 other dues and remit same to the local Sec-
5 retary of the Subordinate Lodge to which the
6 member belongs.

ARTICLE VII.

GRAND EXECUTIVE COMMITTEE.

2 Section 1. It shall be the duty of the Grand
3 Executive Committee to see that the Grand
4 Lodge Officers discharge their duties faithfully
5 and efficiently. Immediately after their election,
6 they shall meet and elect a Chairman and Sec-
7 retary. The duty of the Secretary shall be to
8 keep a true record of all transactions of the
9 Committee. They shall meet annually at the
10 headquarters of the Grand Lodge to audit the
11 books of the Grand Secretary-Treasurer and
12 transact such other business as may come prop-
13 erly before them. They shall have free access to
14 the books and papers of all Grand Lodge Officers
15 and shall provide for the payment of necessary
16 expenses of the Grand Lodge not otherwise pro-
17 vided for. It shall be their duty to receive the
18 bonds of all Grand Lodge Officers for approval
19 and place them in the hands of their Secretary
20 for safe-keeping.

21 Sec. 2. During the recess of the Grand Lodge

2 the Grand Officers are amenable to the Grand
3 Executive Committee and all charges against the
4 Grand Officers shall be preferred only through
5 the Grand Executive Committee and such com-
6 mittee shall promptly investigate all charges
7 against such officers within thirty (30) days
8 after written charges have been made.

Sec. 3. The Committee shall through their
2 Secretary, transmit to each biennial session of
3 the Grand Lodge a full report of all cases tried,
4 together with the verdict rendered, and all other
5 business transacted by them during their of-
6 ficial term. They shall also submit a message
7 to each biennial session of the Grand Lodge
8 stating what legislation is necessary, in their
9 opinion, to promote the welfare of the Brother-
10 hood. They shall receive such compensation
11 for their services as the Grand Lodge may de-
12 termine.

Sec. 4. All proofs of death or disability aris-
2 ing out of claims against the Brotherhood and
3 also all appeals and other matters requiring the
4 decision of the Grand Executive Committee shall
5 be presented first to the Grand Secretary-Treas-
6 urer, who shall mark the same "FILED" and
7 shall forward such document to the Chairman
8 of the Grand Executive Committee together with
9 all papers pertaining thereto, and such
10 Chairman shall forward (such document) in such
11 a manner that each member of the Grand Execu-
12 tive Committee shall receive the same, and it
13 shall be the duty of each of said members as he
14 receives the same, to indicate in writing over
15 his signature his vote in deciding the same
16 and then forward the same as indicated by the
17 Chairman of the Grand Executive Committee.

Sec. 5. Then such document shall be returned
2 to the Secretary of the Grand Executive Comit-
3 tee, who shall mark the same "FILED" together
4 with a record thereon of the decision thereof
5 by the Grand Executive Committee and be for-
6 forwarded by such Secretary to the Grand Secre-

7 tary-Treasurer who shall receive and file the
8 same.

Sec. 6. Whenever such claim, appeal or other
2 matter for decision shall have the written ap-
3 proval of a majority of such Grand Executive
4 Committee, it shall be immediately forwarded
5 to the Secretary of such Committee and pro-
6 ceeded with as aforesaid without being submitted
7 to the other members of such Committee. Upon
8 an approval of a claim arising out of death or
9 disability by a majority of the Grand Executive
10 Committee as aforesaid, the Grand Secretary-
11 Treasurer shall immediately pay such claim to
12 the party entitled thereto. And it shall become
13 the duty of the Secretary of the Grand Executive
14 Committee to advise in writing each member
15 of the Grand Executive Committee of the final
16 decision in the matter decided and no claims
17 against the Brotherhood arising out of death
18 or disability shall be paid unless approved by
19 the Grand Executive Committee in the manner
20 aforesaid, except for necessary supplies for the
21 Grand Lodge which shall be paid by the Grand
22 Secretary-Treasurer. All bills paid must be re-
23 ceipted for and receipts filed.

Section 7. Secretary-Treasurers of Subordinate
2 Lodges, Grand Lodge members and Organizers
3 shall furnish the Secretary of the Grand Execu-
4 tive Committee copies of all receipted remit-
5 tance sheets received from the Grand Secretary-
6 Treasurer, such copies to be used by the Grand
7 Executive Committee and filed for future refer-
8 ence.

Sec. 8. It shall be the duty of the Grand Ex-
2 ecutive Committee to authorize such assess-
3 ments upon all members as may be necessary to
4 provide sufficient funds with which to administer
5 the affairs of the Brotherhood properly. After
6 such authorization has been ordered, the Grand
7 Executive Committee through its Secretary, shall
8 notify the Grand Secretary-Treasurer thereof,
9 who in turn shall levy and notify all members
10 of the Brotherhood by mail. Any member fail-
11 ing to pay lawful assessments levied by au-

12 thority of the Grand Executive Committee, on
13 or before the date of expiration designated in
14 the call, after due notice by mail, will forfeit
15 all rights to benefits from the Brotherhood. Such
16 assessments may be paid by the members to the
17 Secretary of the Subordinate Lodges.

ARTICLE VIII.

AUTHORIZATION OF LEGAL ADVISER.

Section 1. There shall be appointed by the
2 Grand President, subject to the approval of the
3 Grand Executive Committee immediately after
4 their election a competent Attorney-at-Law, lo-
5 cated at headquarters, who shall be known as
6 the Legal Adviser, and who shall serve as such
7 until the appointment of his sunccessor, and who
8 shall receive such salary as the Grand Execu-
9 tive Committee and Grand President may deem
10 proper for his services. The Grand President,
11 with the approval of the Grand Executive Com-
12 mittee, may at any time discontinue such em-
13 ployment and select some other competent At-
14 torney-at-Law located at headquarters.

Sec. 2. The duties of such Legal Adviser shall
2 be to advise the Grand Officers at headquarters
3 at all times at their request in reference to
4 to legal matters; also to attend the biennial
5 meetings of the Grand Lodge and during these
6 sessions to advise such Grand Lodge and any
7 committee thereof, and his necessary expenses
8 arising out of his attendance at such biennial
9 meeting shall be paid out of the general fund.

ARTICLE IX.

OFFICIAL ORGAN.

Section 1. The Advance Advocate shall be the
2 Official Organ of the Brotherhood, and shall be
3 issued monthly by the Grand Lodge to all mem-
4 bers in good standing. Subscription price One
5 Dollar (\$1.00) per year, in advance.

ARTICLE X.

BONDS.

Section 1. The Grand President and the Grand Secretary-Treasurer shall give surety bond in the sum of Ten Thousand Dollars each, which bond shall be in the custody of the Secretary of the Grand Executive Committee, and other officers of the Grand Lodge shall give such bonds as may be required of them by the Grand Executive Committee. The premiums on the bonds of all Grand Lodge Officers shall be paid from the general expense fund of the Grand Lodge.

Sec. 2. The Secretary-Treasurer of Subordinate Lodges will be bonded in the sum of Two Hundred Dollars, with a reliable Surety Company, whose blank application bonds will be furnished to Subordinate Lodges by the Grand Secretary-Treasurer, to whom the application bond properly filled out and signed will be returned, together with the required fee paid by the Subordinate Lodges, said bonds when issued to be filed by the Grand Secretary-Treasurer, who will require the renewal of all bonds before they expire. Subordinate Lodge Secretary-Treasurers will not be allowed possession of any funds, records, seals or other property of any Subordinate or Grand Lodge, until his bond is approved and filed by the Grand Secretary-Treasurer.

Sec. 3. All General Chairmen in the employ of System Divisions shall be bonded in the sum of Five Hundred Dollars (\$500.00), and under the conditions and rules governing the bonding of Subordinate Lodge Secretary-Treasurers. The fee to be paid from System Division funds.

ARTICLE XI.

MEMBERSHIP.

Section 1. Any employe born of white parents, who is sober, moral and otherwise of good character, and has served in the Maintenance of

4 Way Department of any railroad three months
5 or more is eligible to memebrship in the
6 Brotherhood.

2 Sec. 2. Any person gaining admission under
3 false representation shall not be entitled to any
4 benefits from the Brotherhood.

2 Sec. 3. All new members will be assigned to
3 a Subordinate Lodge where practicable, and they
4 will be advised by the Grand Lodge Representa-
5 tives as to the usual methods employed by Sub-
6 ordinate Lodges in maintaining same, viz., the
7 paying of Subordinate Lodge dues.

2 **Note.**—By Maintenance of Way Employes is
3 meant persons employed in the track, bridge
4 and building, water supply, fuel department and
5 the signal and interlocking service of a rail-
6 road.

ARTICLE XII.

REVENUE.

2 Section 1. Revenue for the general expense
3 fund of the Grand Lodge shall be derived as fol-
4 lows

4	Admission fees for foremen and other	
5	officials	\$3.00
6	Admission fee for all others.....	2.00
7	Change of certificates.....	.50
8	Withdrawal cards25
9	Transfer cards25
10	Subordinate Lodge seals.....	2.00
11	Subordinate Lodge record books.....	1.00

12 and express and postal charges.

13 And such sums as may be acquired on ac-
14 count of subscriptions to the Official Organ, ad-
15 vertising and the sale of miscellaneous supplies,
16 including charters, rituals and ode cards.

2 Sec. 2. Each member will be required to pay
3 Grand Lodge dues in the sum of Four Dollars
4 (\$4.00) per year, also System Division and Local
5 Lodge dues, which are regulated by the Lodges
6 on the System, all of which must be paid semi-
7 annually in advance on or before the fifth day
8 of January and July of each year. New mem-
bers will be required to pay Grand Lodge dues

9 from date of application to the end of the
10 current half year at the rate of thirty-five
11 cents (35c) per month, and when an application
12 is presented, the computation shall be made
13 from the fifth day of the month within which
14 such application is made.

Sec. 3. When applicants are initiated by Subordinate
2 ordinate Lodges, one-half of each admission fee
3 and all of the local dues will be retained by the
4 Local Secretary to be used in defraying the expenses
5 of the Subordinate Lodge. One-half of each
6 admission fee collected from each chartered
7 member will revert to the Subordinate Lodge
8 fund for local expenses. When applications are
9 written by Grand Lodge representatives, and applicants
10 are initiated by them, all of the initiation
11 fee shall be retained by the Grand Lodge.
12 Members may pay Grand Lodge dues, System
13 Division and Local Lodge Dues twelve months or
14 more in advance.

ARTICLE XIII.

BENEFICIAL DEPARTMENT.

Section 1. Applicants for membership in the
2 Beneficial Department must be between 18 and
3 55 years of age and in good physical and mental
4 health at the time of making the application.
5 All applications shall be in writing upon
6 blanks furnished by the Grand Lodge, and applicants
7 must write the answers in full to each
8 question printed on the application blank and
9 sign the same, which signature must be attested
10 in writing by a witness and the application
11 shall become a part of the contract between
12 the applicant and the Brotherhood. Any mis-
13 statement upon the part of the applicant relative
14 to his age, physical or mental condition, family
15 history or other material fact, will render his
16 beneficiary certificate null and void.

Sec. 2. The insured shall upon the written
2 application, designate the beneficiary.

ARTICLE XIV.

ASSESSMENTS.

Section 1. Every insured member of the Brotherhood shall pay one beneficial assessment monthly on or before the fifth day of each month, according to the following table of rates:

On \$250.00 Certificates.

5	From 18 to 21 years of age.....	25 cents
6	From 21 to 25 years of age.....	30 cents
7	From 25 to 30 years of age.....	35 cents
8	From 30 to 35 years of age.....	40 cents
9	From 35 to 40 years of age.....	45 cents
10	From 40 to 45 years of age.....	50 cents
11	From 45 to 50 years of age.....	55 cents
12	From 50 to 55 years of age.....	60 cents

ON \$500.00 Certificates.

13	From 18 to 35 years of age.....	50 cents
14	From 35 to 40 years of age.....	60 cents
15	From 40 to 45 years of age.....	75 cents
16	From 45 to 50 years of age.....	\$1.00

On \$1,000.00 Certificates.

17	From 18 to 35 years of age.....	\$1.00
18	From 35 to 40 years of age.....	1.25
19	From 40 to 45 years of age.....	1.50

Sec. 2. And if such applicant has been accepted and is in good standing and made all payments herein required, a certificate of insurance shall be issued accordingly.

Sec. 3. Should the assessment collected under the above provisions become inadequate to pay legal claims against the Brotherhood the Grand Executive Committee shall authorize such additional assessments as may be necessary and written notice thereof shall be mailed to members carrying insurance, of such assessments.

Sec. 4. Assessments are due and must be paid to the Grand Secretary-Treasurer (and to none other) on or before the fifth day of each month. The certificates of any member of the Beneficial Department who fails to comply with the requirements of this section, or fails to pay his Grand Lodge and System Division and Local

8 Dues to the Grand Secretary-Treasurer in ac-
9 cordance with the provisions of Section.....,
10 Article....., shall become null and void and
11 such member can only be insured by making
12 out a new application for insurance and pay-
13 ing the rate provided for his age at the date
14 of such new application, and otherwise con-
15 forming to the laws pertaining to applications
16 for insurance as herein set out.

2 Sec. 5. Insured members cannot pay insurance
3 assessments in advance of the time to which
4 their System Division and Local Dues are paid,
5 as delinquency in either one, voids the insur-
6 ance contract.

2 Sec. 6. Official notice printed in the ADVANCE
3 ADVOCATE shall be sufficient notice of date
4 when each assessment is due.

2 Sec. 7. Notice being given to the Grand Sec-
3 retary-Treasurer of the death of an insured
4 member, he will at once forward to the bene-
5 ficiary a proof of claim sheet and instructions
6 how same is to be made out.

2 Sec. 8. In case of death or disability of a
3 beneficiary member who has complied with all
4 the conditions of membership, the Subordinate
5 Lodge to which the member belonged shall ap-
6 point a committee to ascertain the cause of
7 death or disability, and the circumstances at-
8 tending the same, and the report of the com-
9 mittee, together with the proof of death or dis-
10 ability shall be forwarded to the Grand Secre-
11 tary-Treasurer, under the seal of the Lodge,
12 with an official notice of such death or disability
13 in accordance with the forms furnished by the
14 Grand Lodge.

2 Sec. 9. Upon proof being furnished to the
3 Grand Secretary-Treasurer of the death or dis-
4 ability of a beneficiary member in good stand-
5 ing the same shall be immediately referred to
6 the Grand Executive Committee and upon their
7 approval of the claim it shall be paid by the
8 Grand Secretary-Treasurer within thirty days.

2 Sec. 10. No member shall be entitled to bene-
3 fits from the Brotherhood unless his Grand

3 Lodge and Subordinate Lodge dues, insurance
4 and System Division assessments are paid with-
5 in the time specified; otherwise his certificate
6 shall become null and void.

2 Sec. 11. Upon the death of an insured mem-
3 ber, his beneficiary shall receive the face value
4 of his certificate. Should a member become
5 totally disabled for life by accident as herein-
6 after provided, he shall receive the face value
7 of his certificate.

8 Total disability shall consist of the loss of
9 both legs or both arms or both eyes, or one
10 arm and one leg. Applicants who are not pos-
11 sessed of both arms or both legs or both eyes
12 are not insurable.

13 For the loss of one leg or one arm, an in-
14 sured member shall receive one-half of the face
15 value of his certificate. When the hand is am-
16 putated above the wrist the arm shall be con-
17 sidered lost and when the foot is amputated
18 above the ankle the leg shall be considered
19 lost.

20 One-fifth of the face value of the certificate
21 shall be paid for the loss of one eye, **provided,**
22 **however,** that in the event that the death or dis-
23 ability above referred to shall occur within one
24 year from the date of the acceptance of the ap-
25 plicant as a member of the Insurance Department
26 by the Grand Secretary-Treasurer, only one-half
27 of the amount above provided for shall be paid
28 to the beneficiary in the event of death or to the
29 insured member in the event of disability.

30 Claims for the loss of eyes shall not be paid
31 until twelve months after the vision has been
32 lost, except in cases where the eye-balls are
extracted from the head.

2 Sec. 12. And provided furthermore that the
3 insured member was at the time of the death
4 or disability in good standing otherwise and
5 that all payments herein required have been
made.

2 Sec. 13. Members retired from the service of
3 a railroad may continue their insurance with-
out the payment of System Division dues, but are

4 required to pay in addition to their regular in-
5 surance assessments, Grand Lodge dues at the
6 rate of \$4.00 per year, and also Local Lodge
7 dues, if membership is held in a Local Lodge.

2 Sec. 14, Claims for the loss of eyes shall not
3 be paid until twelve months after the vision
4 has been lost, except in cases where the eye
5 balls are extracted from the head. Only one-
6 half of the amounts of all claims, including
7 death claims, as heretofore set out, shall be
8 payable in case claim is made within one year
9 from date of certificate and three-fourths of
10 above amount should claim be made within two
11 years. After two years the whole amount shall
be payable in full as above.

2 Sec. 15. If members receiving partial disability
3 benefits continue to keep themselves in good
4 standing by paying all legal dues and assess-
5 ments, the remainder of their policies will at
6 their death, be paid to their beneficiaries. The
7 Brotherhood does not bind itself to pay any
8 total or partial disability claim except when
9 such disability is the result of accident occurring
10 while the member is engaged in the lawful pur-
11 suits of life.

2 The Brotherhood shall not be responsible for
3 injury or loss of life to members while engaged
4 in riot, unlawful assembly, or in military or
5 naval service, or while in the act of violating
6 any of the laws of the National Government, or
7 of the State or Province in which the injury
8 occurs that resulted in disability or death; nor
9 where the death or disability is directly the re-
10 sult of intoxication of the insured member;
11 nor where the death is the result of suicide.
12 In case the beneficiaries of deceased members
13 fail to make their claim in five years from the
14 time a member dies, the amount called for in
15 the policy of the deceased shall revert to the
16 general expense fund of the Brotherhood.

2 Sec. 16. Any beneficiary holding a claim
3 against the Brotherhood which has been rejected
4 by the Grand Executive Committee, if dissatis-
fied with the decision of the Committee, may

submit such claim, together with all proofs concerning same, to the next succeeding session of the Grand Lodge of the Brotherhood for a rehearing. The decision of such meeting of the Grand Lodge shall be final.

Sec. 17. The following table of weights will govern the acceptance of applicants for membership in the Beneficial Department, except when other causes appear for the rejection of such applicants. Where the height of applicant is greater than six feet, six pounds shall be added to the maximum weight for each additional inch:

HEIGHT	WEIGHT	
	Minimum	Maximum
5 ft.	100 lbs.	150 lbs.
5 ft. 1 in.....	102 lbs.	156 lbs.
5 ft. 2 in.....	105 lbs.	162 lbs.
5 ft. 3 in.....	108 lbs.	168 lbs.
5 ft. 4 in.....	112 lbs.	175 lbs.
5 ft. 5 in.....	116 lbs.	182 lbs.
5 ft. 6 in.....	120 lbs.	188 lbs.
5 ft. 7 in.....	124 lbs.	195 lbs.
5 ft. 8 in.....	128 lbs.	202 lbs.
5 ft. 9 in.....	132 lbs.	210 lbs.
5 ft. 10 in.....	136 lbs.	216 lbs.
5 ft. 11 in.....	142 lbs.	222 lbs.
6 ft.	148 lbs.	228 lbs.

ARTICLE XV.

SUBORDINATE LODGES.

Section 1. To institute a Subordinate Lodge five or more acceptable persons shall meet under the auspices of some one authorized to represent the Brotherhood, and after making written applications for membership and paying the required fees and dues, they shall proceed to vote by secret ballot upon each applicant in turn in alphabetical order. If two or more negative votes are cast against an applicant he shall be

10 rejected. When the ballot is closed those that
11 have been accepted shall be initiated by the
12 Organizer, and those who have been rejected
13 shall have their fees returned. If the neces-
14 sary number have been accepted they shall
15 decide upon a name for their Lodge, leaving the
16 number blank, and proceed to elect a full set of
17 officers, as provided for in the laws and ritual,
18 and the Secretary elect shall fill out application
19 for bond. After the officers are installed, ap-
20 plication must be made for a charter upon
21 blanks furnished by the Organizer and when the
22 applications are received by the Grand Secre-
23 tary-Treasurer accompanied by the applications
24 for membership and the necessary fees and
25 dues, he will at once issue and forward a charter
26 and full set of supplies (except rituals) to the
27 Secretary of the Lodge. The rituals will be
28 sent to the President.

2 Sec. 2. A Subordinate Lodge shall have juris-
3 diction over all members of the Brotherhood re-
4 siding or employed within its limits on all sub-
5 jects pertaining to the Brotherhood. Its de-
6 cisions in all matters shall be subject to ap-
7 peal to the Grand Lodge. It shall have power
8 to summon witnesses and impose penalties for
non-attendance.

2 Sec. 3. Subordinate Lodges may enact such
3 Laws for their government as do not conflict
4 with the Constitution of the Grand Lodge.

2 Sec. 4. Upon application being made for mem-
3 bership in a Subordinate Lodge, the President
4 shall appoint a committee of three brothers
5 in good standing to rigidly inquire into the
6 character and qualifications of the proposed
candidate and report.

2 Sec. 5. If the report is favorable, a ballot
3 shall be taken; if not more than one vote is
4 cast against a candidate he shall be declared
5 elected, but if two or more votes are cast
6 against him another ballot may be called for;
7 then if the ballot is unfavorable he shall be de-
8 clared rejected and his fees returned, and it
shall be the duty of the Secretary to notify the

9 Grand Secretary-Treasurer of such rejection.

2 Sec. 6. No rejected candidate can again apply
3 for membership in the Brotherhood within a
4 period of six months.

2 Sec. 7. Applications for membership in a Sub-
3 ordinate Lodge may be read, a committee ap-
4 pointed, and if the committee can report, the
5 report may be received, candidates balloted up-
6 on and initiated at the same meeting.

2 Sec. 8. A member seeking admission on trans-
3 fer card is to be balloted for the same as a new
4 applicant, but paying no fees. Should he be ac-
5 cepted, the card will be filed by the Secretary,
6 who will notify the Grand Secretary-Treasurer
7 of the transfer.

2 Sec. 9. Members wishing to withdraw from the
3 Brotherhood can do so by obtaining a with-
4 drawal card from the Grand Secretary-Treasurer
5 through the Secretary of the Subordinate Lodge
6 of which he is a member; when such member
7 is re-employed, it shall be his duty to present
8 such withdrawal card to the Secretary of the
9 nearest Subordinate Lodge, where, upon pay-
10 ment of the current rates for that period, he
11 shall thereby be reinstated.

2 Sec. 10. When a member is expelled by a
3 Subordinate Lodge, the Secretary-Treasurer will
4 at once notify the Grand Secretary-Treasurer,
5 under seal of the Subordinate Lodge, giving
6 name, residence and cause of expulsion, and it
7 shall be the duty of the Grand Secretary-Treas-
8 urer to notify all Subordinate Lodges by cir-
9 cular letter, under the seal of the Grand Lodge,
10 of such expulsion, giving name, address and
11 cause of expulsion, which notice shall be read
12 by all Secretaries at first regular meeting after
13 receipt of same.

2 Sec. 11. Any member who becomes delinquent
3 through loss of employment, sickness, or any
4 other unavoidable cause, may be reinstated by
5 complying with the laws governing the admis-
6 sion of new members.

2 Sec. 12. Subordinate Lodges shall procure em-

2 ployment, if possible, for all brothers out of
3 employment.

2 Sec. 13. A Subordinate Lodge may, at its
3 option, pay benefits to sick or disabled mem-
4 bers, or pay Grand Lodge dues and assessments
5 for them, provided that such sickness or dis-
6 ability shall not be the result of intemperance
or immoral conduct.

2 Sec. 14. In case of death or disability of an
3 insured member, the Secretary shall apply to
4 the Grand Secretary-Treasurer for claim blanks,
5 at the same time reporting the death, or nature
6 of the disability, giving date, cause, etc., of
7 same. It shall be the duty of the Grand Sec-
8 retary-Treasurer to supply the Secretary of the
9 Subordinate Lodge with the names of all in-
sured members in such Lodge.

2 Sec. 15. A Subordinate Lodge cannot volun-
3 tarily surrender its Charter if five members in
4 good standing desire to retain it.

4 That where it is practicable Local 'Lodges
5 should affiliate with Trade Councils and State
6 Federation of Labor in order that we may be
7 in a position to do our part in securing legisla-
8 tion for our craft.

ARTICLE XVI.

CARDS AND BADGES.

2 Section 1. Every member of the Brotherhood
3 shall receive a working card semi-annually from
4 the Grand Secretary-Treasurer upon payment of
5 his dues which shall bear the impression of the
6 Grand Lodge seal. Said card shall be evidence
of good standing in the Brotherhood.

2 Sec. 2. Any member of a Subordinate Lodge
3 desiring a transfer or withdrawal card, must
4 make application therefor to his Lodge, either
5 orally or in writing, at a regular meeting of the
6 Lodge. If the applicant is clear on the books
7 and not under charges, the Lodge shall instruct
8 its Secretary-Treasurer to collect the price of
9 the card from the applicant and forward same
10 to the Grand Secretary-Treasurer, who will at
once issue such card.

Sec. 3. Transfer cards are good only sixty days from date of issue. If not accepted by the Lodge in which membership is sought, the brother still remains a member of the Lodge from which he desired to be transferred.

Sec. 4. A permanent badge or regalia and button having been adopted, all Lodge Officers are required to have and use them, also each member should be encouraged to own and wear his badge at every meeting of his Lodge.

Sec. 5. All seals, record books, charters, ode cards and rituals shall remain and all Grand Lodge funds shall become the property of the Grand Lodge and be returned to the Grand Lodge should the Subordinate Lodge fail to hold meetings for a period of six months or for any other cause decide to abandon their Lodge.

ARTICLE XVII.

TRIALS.

Section 1. Any member charged with an offense shall be entitled to a fair trial after having been duly served by mail or delivery with written specifications of the charges preferred against him. The charge must be signed by a member of the Brotherhood in good standing, who must appear with his witnesses upon the day appointed for trial.

Sec. 2. Such charge shall be referred to a Committee of three members for investigation, who shall, without delay, appoint a time and place to hear and determine the value of the evidence, and notify the member against whom the charges are preferred in writing by mail of such time and place. They shall keep a record of their proceedings and of the evidence, which they shall submit to the Lodge, with their decision on the charge. If they find the accused guilty, they shall decide upon the penalty.

Sec. 3. Upon such report being made in the Lodge, no one shall be permitted to speak except the defendant or his counsel, and a duly appointed member who shall speak in behalf of the Lodge.

Sec. 4. Upon conclusion of such debates, the President shall ask of the Lodge, "Shall the decision of the Committee be sustained?" If sustained, "Shall the penalty recommended by the Committee be enforced?"

Sec. 5. If the Committee reports that the charges are not sustained, and their report is accepted by the Lodge, the case will be dismissed without further action and if such report is not accepted by the Lodge, a new committee may be appointed, who shall perform the same duties as the first committee in the same manner and make report, except that in no event shall any member be subjected to trial before a committee after the report of a second committee above provided for.

But if either such committee report the brother guilty and such report is not accepted by the Lodge, the case shall be dismissed without further action, but if such report of guilty is sustained, but the penalty assessed by the committee is not approved, the Lodge will assess the penalty.

Sec. 6. If the accused refuse or neglect to stand trial when duly summoned, the Committee shall report the charges as sustained, and the punishment recommended shall be expulsion.

Sec. 7. All punishment, such as fines, reprimands, suspensions or expulsions shall be pronounced by the President, of the Subordinate Lodge in open regular meeting after the final finding of the Lodge upon the charges.

ARTICLE XVIII.

ELECTION OF OFFICERS.

Section 1. At the first regular meeting of the Subordinate Lodge in October, an election shall be held of all officers of such Subordinate Lodge, and for that purpose each Subordinate Lodge shall elect two scrutineers to receive the votes.

Sec. 2. All officers must be elected by ballot. Each member shall be supplied with a blank ballot and he shall write thereon the name of

4 of his favorite candidate. After the ballots
5 have been collected they shall be counted by the
6 scrutineers and the result announced by the
7 President; this process to be repeated until
8 all offices are filled.

Sec. 3. A majority of the votes cast is neces-
2 sary to elect. In the event of a tie, the bal-
3 loting shall continue until the tie is broken. In
4 case of non-majority with three or more nom-
5 inees, the one receiving the lowest number of
6 votes shall be dropped and the balloting pro-
7 ceeded with.

ARTICLE XIX.

DELEGATES,

Section 1. At least three months before the
2 biennial meeting of the Grand Lodge, each Sub-
3 ordinate Lodge shall elect delegates to such
4 Grand Lodge meeting for the purpose of elect-
5 ing Grand Lodge Officers at the biennial meet-
6 ing and for the purpose of transacting at both
7 the biennial or special meetings such other busi-
8 ness as may come properly before the Grand
9 Lodge.

Sec. 2. An Alternate shall be elected at the
2 same time who shall represent the Lodge in
3 case the duly elected delegate cannot attend.

Sec. 3. It shall be the duty of each Subordin-
2 ate Lodge to provide a fund to meet the ex-
3 penses of such delegate or alternate while in
4 attendance at the Grand Lodge session.

Sec. 4. Credentials shall be issued by the
2 Grand Lodge and sent to the Secretary of each
3 Subordinate Lodge, which shall be filled in by
4 the Secretary of the Subordinate Lodge with the
5 name of the delegate and alternate; the dup-
6 licate of the credential likewise filled in, shall
7 be mailed to the Grand Secretary-Treasurer aft-
8 er it has been signed by the President and Sec-
9 retary and bearing the impression of the Sub-
10 ordinate Lodge seal.

ARTICLE XX.

DUTIES OF MEMBERS.

Section 1. Each member shall pay Grand
2 Lodge, System Division and Local dues to his
3 Lodge Secretary or Grand Lodge Representa-
4 tive, and shall after paying such dues, be en-
5 titled to receive from the Grand Secretary-
6 Treasurer his working card. Such Local dues
7 collected by Grand Lodge Representative must
8 be turned over to the Local Secretary, taking
9 his receipt for same. In cases where a mem-
10 ber remits Grand and System Division dues only,
11 the Grand Secretary-Treasurer shall forward his
12 working card to the Local Secretary and advise
13 the member that on payment of Local dues to
14 his Local Secretary his card will be forwarded
15 to him by his Local Secretary. It shall be the
16 duty of every member to pay all dues and assess-
17 ments promptly; to attend the meetings of this
18 Lodge regularly unless prevented by sickness or
19 other just cause; to assist in enforcing laws,
20 rules and regulations of the Brotherhood; to see
21 that this Constitution is not violated; to rec-
22 ognize any member in good standing as a
23 brother and never to speak falsely of or vilify
24 the character of a member.

Sec. 2. Should there be no Lodge of the
2 Brotherhood on the railroad where a member
3 is located, his first duty is to try to establish
4 one.

Sec. 3. Should any member know that any
2 other member has conducted himself in a man-
3 ner calculated to bring disgrace upon the
4 Brotherhood or of being guilty of drunkenness,
5 keeping a saloon where intoxicating liquors are
6 sold, neglecting his duty, maliciously injuring
7 the property of his employers, or wilfully en-
8 dangering the lives of persons traveling upon
9 any railway, it shall be his duty to report the
10 offending party to the officers and members of
11 the Subordinate Lodge nearest the place in which
12 the offense was committed.. If upon trial as here-
13 tofore provided for, the accused is found guilty,
14 he shall be expelled from the Brotherhood

15 and the Subordinate Lodge Secretary shall make
16 a detailed statement of the facts in connection
17 with the case under seal of the Lodge giving a
18 complete description of the offending party to
19 the Grand Secretary-Treasurer.

Section 4. Believing firmly in the aid which
2 women can render to any good cause, each
3 member is expected to use his best endeavors
4 to promote the best interest of the Ladies'
5 Auxiliary, and encourage all ladies of their ac-
6 quaintance who are eligible, to become mem-
7 bers of the Auxiliary.

ARTICLE XXI.

PRIVILEGES OF MEMBERSHIP.

Section 1. Every member in good standing
2 shall be entitled to all the rights, benefits, priv-
3 ileges and protection guaranteed by the Consti-
4 tution of the Grand Lodge, but no member
5 in arrears shall be entitled to benefits from the
6 Brotherhood.

Sec. 2. Any member in good standing shall
2 be admitted as a visitor to any Lodge of the
3 Brotherhood while said Lodge is in session,
4 provided he can prove that he is in good stand-
5 ing with his own Lodge.

Sec. 3. A member absent from his own Lodge
2 can receive the password from the President of
3 a sister Lodge by presenting an official receipt
4 showing that his dues are paid to date.

ARTICLE XXII.

INTERPRETATION OF LAWS.

Section 1. The provisions of this Constitution
2 shall be interpreted and construed according to
3 their plain and obvious meaning and should any
4 doubt arise as to the proper interpretation of
5 any article or section thereof, it shall be re-
6 ferred to the Grand President, whose decision
7 shall be final unless reversed by the Grand
8 Lodge.

Sec. 2. Robert's Rules of Order shall govern
2 the parliamentary practices of this Brother-
3 hood when not otherwise provided for.

ARTICLE XXIII.

ALTERATIONS AND AMENDMENTS.

Section 1. This Constitution may be repealed,
suspended, altered or amended by a majority
representative vote of the delegates assembled
in the Grand Lodge, provided the members be
notified by a written notice of such proposed
amendments to be published in the ADVOCATE
at least three months before a meeting of the
Grand Lodge.

Sec. 2. All beneficiary certificates issued to
members shall be subject to the alterations and
amendments of the Constitution when made in
accordance with Section I of this Article.

BY-LAWS FOR SUBORDINATE LODGES,

Section 1. (For the purpose of establishing
uniformity in the methods of enforcing the Con-
stitution, laws and principles of the Brother-
hood, and to aid in securing its benefits and
privileges for members of Subordinate Lodges,
the following BY-LAWS for Subordinate Lodges
are hereby established. Additional By-Laws
may be adopted by Subordinate Lodges, pro-
vided they do not conflict with the Constitution
of the Grand Lodge and the By-Laws herein
provided for the government of Subordinate
Lodges.

ARTICLE I.

Section 1. The name and number of this
Lodge shall be
Lodge No.....of the International Brotherhood
of Maintenance of Way Employees.

ARTICLE II.

TIME AND PLACE OF MEETING.

Section 1. The regular meetings of this Lodge
shall be held at
on the.....day of each month,
atm.

Sec. 2. Special meetings may be called by the President when deemed necessary, or by the Secretary at the written request of five members in good standing, of which all members will receive due notice; but no business shall be transacted at any special meeting, except that for which the meeting was called.

Sec. 3. Five members in good standing shall constitute a quorum and shall be qualified to transact all legal business coming before the Lodge.

ARTICLE III.

OFFICERS, HOW CHOSEN.

Section 1. The Officers of this Lodge shall consist of a Past President, President, Vice-President, Secretary-Treasurer, Chaplain, Journal Agent, Conductor, Warden, Inner Sentinel and Outer Sentinel.

Sec. 2. Any member in good standing shall be eligible to office.

Sec. 3. The officers of this Lodge shall be elected and installed annually at the regular meeting in October of each year.

Sec. 4. A majority vote of all members present in good standing shall be necessary to elect officers.

Sec. 5. There shall be elected each year an Executive Committee of three members.

ARTICLE IV.

DUTIES OF OFFICERS.

Section 1. It shall be the duty of the Past President to attend the meetings of the Lodge, assist in the initiation of candidates, install officers when elected, preside over the meetings in the absence of the President and Vice-President, and perform such other duties as are required by the Ritual.

Sec. 2. It shall be the duty of the President to preside at all meetings of the Lodge, to preserve decorum, to decide all questions of order,

4 subject, however, to an appeal to the Lodge,
5 appoint all committees and enforce the Con-
6 stitution and By-Laws. He shall cast the de-
7 ciding vote on all questions in case of an even
8 vote of the Lodge. He may speak on points of
9 order in preference to other members, rising to
10 his feet for that purpose.

Sec. 3. It shall be the duty of the Vice-Presi-
2 dent to assist the President in the performance
3 of his duties, and in the absence of the Presi-
4 dent he shall preside at all meetings of the
5 Lodge.

Sec. 4. It shall be the duty of the Secretary-
2 Treasurer to keep a true and correct record of
3 the proceedings of each meeting of the Lodge
4 receive all communications, conduct the corre-
5 spondence, and have charge of the seal and rec-
6 ords of the Lodge. He shall keep a correct ac-
7 count between the Lodge and its members, and
8 between the Lodge and the Grand Lodge. He
9 shall collect from the members of the Lodge all
10 dues, assessments and fines imposed by the
11 Lodge, and from non-insured members all mon-
12 ies due the Grand Lodge, giving receipts for
13 same. He shall receive and read all application
14 for membership, receive all certificates issued
15 from the Grand Lodge, and record name, date
16 and number upon his books, and present to the
17 Lodge at its regular meeting in October a re-
18 port of all business transacted during the year.
19 He shall deliver to his successor (when elected
20 and installed) all books, papers and other prop-
21 erties of this Lodge in his possession, taking
22 his receipt for same. He shall remit to the
23 Grand Secretary-Treasurer all monies he may
24 have in his custody belonging to the Grand
25 Lodge, and quarterly make a full report of the
26 standing of this Lodge to the Grand Secretary-
27 Treasurer, which will be O.K'd by the Grand
28 Secretary-Treasurer and returned to him if cor-
29 rect. The impression of the Subordinate Lodge
30 seal must appear on all important letters and
31 documents.

Sec. 5. He shall furnish to the Secretary of the Grand Executive Committee copies of all receipts received from the Grand Secretary-Treasurer, such copies to be used by the auditors and filed by the Secretary of the Grand Executive Committee for future reference.

He shall at once, after being installed and qualified, furnish the Grand Secretary-Treasurer a list of names of new officers for the current year, and also fill out and sign application for bond and forward same together with the bond fee, \$1.00, to the Grand Secretary-Treasurer.

In consideration of his services as Secretary-Treasurer Grand Lodge waives the payment of his Grand Lodge dues, and upon the furnishing of a bond a working card will be forwarded to him.

He shall keep a membership register in which shall be kept a complete record of the members of this Lodge.

He shall be required to make bond in the sum of \$200.00 subject to the approval of and payable to the Executive Committee of the Lodge.

Sec. 6. If a Subordinate Lodge should fail to hold a meeting for six months, or abandon its Charter, or the same is revoked for any cause, the Secretary of such Subordinate Lodge must send by express parcel to the Grand Secretary-Treasurer all books, seals, charter, ode cards, rituals and other properties of the Lodge, including all funds on hand and receive a receipt and clearance from the Grand Secretary-Treasurer for same.

Sec. 7. It shall be the duty of the Chaplain to officiate at funerals and conduct the devotional exercises of the Lodge.

Sec. 8. It shall be the duty of the Journal Agent to furnish the Official Journal with information on subjects of interest to the membership and aid in making the Journal interesting and instructive. He shall also solicit subscriptions and forward all monies received on account

7 thereof to the Grand Secretary-Treasurer.

2 Sec. 9. It shall be the duty of the Conductor to
3 ascertain if all members and visitors are in pos-
4 session of the current password, introduce vis-
5 itors, assist in the initiation of candidates and
6 perform such other duties as are required of
him by the Ritual.

2 Sec. 10. It shall be the duty of the Warden
3 to distribute, collect and have charge of the
4 regalia and other property of the Lodge en-
5 trusted to his care. He shall also perform such
6 other duties as are required of him by the
Ritual.

2 Sec. 11. It shall be the duty of the Inner
3 Sentinel to take charge of the inner door, and
4 to allow no one to enter without the current
5 password nor to enter or retire during the
6 opening or closing ceremonies or while the
minutes are being read.

2 Sec. 12. It shall be the duty of the Outer
3 Sentinel to preserve order in the ante-room and
4 admit only those who are in possession of the
5 current password, unless otherwise instructed by
the President.

2 Sec. 13. It shall be the duty of the officers and
3 members of all Subordinate Lodges to require
4 their Secretaries to remit all funds collected
5 by them for the Grand Lodge in accordance
6 with the Constitution. The Grand Lodge shall
7 not be held responsible for fees, dues or spe-
8 cial assessments levied on account of the gen-
9 eral expense fund of the Brotherhood paid to
10 any person except the Grand Secretary-Treas-
11 urer in St. Louis, Mo., or to any of the Vice-
12 Presidents, holding properly attested creden-
13 tials. Local Secretaries are the agents of the
14 members of Subordinate Lodges and not agents
of the Grand Lodge.

ARTICLE V.

COMMITTEES AND THEIR DUTIES.

2 Section 1. The Standing Committees of this
Lodge shall be an Executive Committee of three

3 members and a Room Committee of one or
4 more members.

2 Sec. 2. It shall be the duty of the Executive
3 Committee to examine the financial affairs of
4 the Lodge. They shall meet and examine the
5 books in October of each year prior to the
6 election of officers and report to the Lodge all
members in arrears for dues and assessments.

2 Sec. 3. It shall be the duty of the Room Com-
3 mittee to see that the Lodge room is in proper
order for regular and special meetings.

ARTICLE VI.

DUES, FEES AND ASSESSMENTS.

2 Section 1. In addition to the dues, fees and as-
3 sessments required of each member of the
4 Brotherhood by the Constitution of the Grand
5 Lodge, each member of this Lodge shall pay....
6 cents per quarter for local purposes. (Each Sub-
7 ordinate Lodge shall determine the amount of
8 dues to be collected from its members for local
purposes.)

2 Sec. 2. A special assessment may be made for
3 special purposes upon a two-thirds vote of all
4 members present after due notice in writing by
5 mail to each member in good standing of said
Lodge.

ARTICLE VII.

SUSPENSIONS AND EXPULSIONS.

2 Section 1. Any member of the Lodge violating
3 any of his duties as a member or any of the
4 principles of the Brotherhood shall, upon trial
5 upon charges preferred and written notice there-
6 of by mail, and upon conviction thereof, be reprimanded,
7 suspended or expelled, as decided by a
majority vote.

**LAWS GOVERNING THE PROTECTIVE DE-
PARTMENT OF THE INTERNATIONAL
BROTHERHOOD OF MAINTENANCE-
OF-WAY EMPLOYES.**

Section 1. This Department of the Brotherhood is established for the protection of its members, and shall be known as the Protective Department of the International Brotherhood of Maintenance of Way Employes.

Sec. 2. Each member in good standing in the Order shall be required to participate in the Protective Department, subject to the laws, rules and regulations by which it is now or may hereafter be governed.

Sec. 3. That members in good standing on all unorganized railway systems shall pay assessments to a system division account of 25c per month to pay the expenses of the first committee going up for contract before the formation of a regular elected Joint Protective Board.

Sec. 4. Should any organized system division desire to have permanent organizers assigned to their system division, the Joint Protective Board may make such arrangements through the Grand President as shall be to the best advantage of the Brotherhood.

Sec. 5. When the work of organization is started on a system of railroad a sufficient force under the direction of one General Organizer appointed by the President, shall be put to work on this system to cover the entire territory as quickly as possible and get a Joint Protective Board working to secure a schedule or contract at the earliest possible moment.

Sec. 6. When two or more roads adjoin each other in the same territory, the organizing forces will cover each road at the same time to enable the Joint Protective Boards of each to go up at the same time for contracts.

Sec. 7. When seventy-five per cent or more of the employes in the Maintenance of Way De-

3 partment on a system of railway, or a large
4 branch of a big system of railway, are mem-
5 bers of the Order in good standing, they shall
6 proceed to establish a system organization and
7 be assisted to secure a contract.

Sec. 8. Each Lodge shall elect annually, a
2 Grievance Committee and where it is neces-
3 sary, two or more, composed of three members
4 each from the different departments to be repre-
5 sented by the membership of that Lodge who
6 shall be employed in the maintenance of way
7 Department. Each Local Grievance Commit-
8 tee shall elect a Chairman and a Secretary.
9 The Secretary shall keep a correct record of all
10 business transacted by their committee. The
11 Chairman of the committee will be a mem-
12 ber of the Local Protective Board.

Sec. 9. The Local Protective Board shall be
2 composed of the Chairman of the Local Griev-
3 ance Committees on any one division on a sys-
4 tem. They shall meet annually, if so desired,
5 for the purpose of adjusting any matters in
6 dispute which may be brought before them.
7 They shall elect a Chairman and an Associate;
8 one from the Track Department and the other
9 from the B. & B. Department, who shall be
10 members of the Joint Protective Board. They
11 shall also elect a Secretary who shall keep an
12 accurate account of all proceedings of the Local
13 Protective Board.

14 The Joint Protective Board shall consist of a
15 Chairman and their Associates of the Local Pro-
16 tective Boards. They shall meet annually if so
17 desired by the majority of the Board, and elect
18 Officers or transact any other business brought
19 before them. They shall have power to frame
20 By-Laws to govern the Joint Protective Board
21 on their own system.

Sec. 10. The General Chairman shall convene
2 the Board when necessary either to elect of-
3 ficers or adjust matters in dispute, or upon the
4 request of a majority of the members of the

5 Board, through the Grand President, who will
6 then advise the General Chairman, who will con-
7 vene the Board.

Sec. 11. Any member of the Order in good
2 standing believing that he has been unjustly
3 dealt with by his superior official or is other-
4 wise aggrieved, shall govern himself according
5 to the terms of agreement in force on the sys-
6 tem on which he is employed at the time. The
7 initiative must be taken by himself in an en-
8 deavor to obtain in writing, from the lowest sub-
9 ordinate official, the reason or cause of in-
10 justice. He must appeal to his immediate su-
11 perior official for adjustment, before submitting
12 his case to his Lodge. The appeal, and all mat-
13 ters relative to the case should be in writing,
14 the brother keeping copies of all letters sent
15 and received bearing on his case so that the
16 Lodge may deal with it intelligently.

17 If he cannot obtain in writing any answer, his
18 letters will prove to his Lodge at a regular or
19 special meeting his endeavor in having done so.
20 If the majority of the members of the Lodge
21 present, deem it a subject for investigation, the
22 matter shall be referred to the Local Grievance
23 Committee of the department to which the ag-
24 grieved belongs.

Sec. 12. In their efforts to adjust grievances
2 the members of the Local Grievance Committee
3 shall present same to the lowest subordinate
4 official who is authorized to make settlement.
5 Should they fail to adjust grievances with the
6 local railway officials, they shall call the Chair-
7 man of the Local Protective Board to act with
8 them. In case he is unable to settle the mat-
9 ter in dispute, he shall convene the entire Local
10 Protective Board. Subordinate Lodges authoriz-
11 ing Local Grievance Committees to adjust griev-
12 ances for their members shall pay the expenses
13 incurred by the Local Grievance Committee
14 while attempting to adjust grievances.

15 The expenses in connection with a settle-
16 ment of grievances when conducted by mem-
17 bers of the Joint Protective Board shall be paid
18 out of the system division funds. The Gen-
19 eral Chairman of the system may authorize
20 other than a member of the Joint Protective
21 Board to deal with grievances should he deem
22 it advisable.

23 All bills of expenses shall be forwarded to
24 the General Chairman who will check same and
25 if proper, approve of them, when a check shall
26 be issued in accordance with the rules of is-
27 suing same on system division funds and by the
28 officer or officers authorized to do so.

Sec. 13. The Joint Protective Board shall care-
2 fully and impartially examine all grievances re-
3 ferred to it, and proceed to adjust the same as
4 soon as practicable thereafter, upon a basis
5 of equity and justice, and every honorable
6 method shall be exhausted in trying to effect
7 an amicable settlement of the matters in dis-
8 pute.

Sec. 14. The Joint Protective Board shall
2 have power to adopt and issue such By-Laws
3 for its government and for the regulation of its
4 system affairs as it may deem best suited to its
5 interests, not in conflict with the Constitution
6 of the Brotherhood and subject to the approval
7 of the Grand President.

Sec. 15. Any member or Lodge violating or
2 failing to comply with said By-Laws when so
3 adopted and approved, shall be liable to the
4 same punishment as for violating any provi-
5 sion of the Constitution.

Sec. 16. Joint Protective Boards shall have the
2 power to enter into agreements with railway of-
3 ficials respecting wages and terms of employ-
4 ment of the men they represent. They shall
5 have power to adjust all grievances of a gen-
6 eral character arising from a violation of said
7 rules or agreements. Said rules and agree-
8 ments, when properly signed by the officers of
9 a railway or system of railways, and the Joint

10 Protective Board, and approved by the Grand
11 President, shall be binding upon all members
12 employed on that railway or system of railways
13 provided:

14 That no Joint Protective Board shall be al-
15 lowed to begin negotiations with railway of-
16 ficials until the schedule to be presented has
17 been approved by the Grand President of the
18 Brotherhood and a fund collected to defray
19 the expenses incurred by the Board during the
20 pendency of negotiations.

21 Any member violating any of the provisions
22 of said rules or agreements shall be immediately
23 expelled from the Brotherhood by his Subordi-
24 nate Lodge.

2 Sec. 17. If the said rules or agreement are vio-
lated by any member of any Local Grievance
3 Committee, he shall be immediately discharged
4 by the Committee.

2 Sec. 18. Any Subordinate Lodge authorizing
any member or Local Grievance Committee to
3 do any act, or enter into any agreement, by
4 letter or otherwise, whereby the provisions of
5 said rules or agreements would be violated,
6 shall upon conviction thereof, be suspended and
7 its Charter reclaimed by the Grand President.

2 Sec. 19. Should any Subordinate Lodge refuse
or neglect to carry out the provisions and pen-
3 alties prescribed in the above section within
4 thirty days from the commission of the offense,
5 the Chairman of the Joint Protective Board
6 shall prefer charges against said Lodge to the
7 Grand President, who shall, if he finds the
8 charges to be correct, immediately reclaim the
9 Charter of said Subordinate Lodge.

2 Sec. 20. In case the Joint Protective Board
fails to adjust grievances, as provided in the
3 foregoing sections, the Secretary of the Board
4 shall immediately prepare a full and complete
5 statement, with the signatures of the members
6 of the Board attached, and forward same to the
7 Grand President.

2 Sec. 21. Upon receiving an official statement
3 of grievances, as provided in the foregoing sec-
4 tions, and such grievances not having been sat-
5 isfactorily settled, the Grand President, or any-
6 one assigned by him, shall forthwith in con-
7 junction with the Joint Protective Board renew
8 all honorable means to effect a peaceable and
9 satisfactory settlement. If their efforts are
10 futile the Grand President and Joint Protective
11 Board shall have authority to order a suspen-
12 sion of work. In the event of a suspension of
13 work being ordered, the Grand President shall
14 be the recognized leader and shall have the
15 authority to command the entire resources of
16 the Protective Department of the Brotherhood,
 as hereinafter provided.

2 Sec. 22. When a Joint Protective Board ap-
3 peals to the Grand President for aid in ad-
4 justing grievances it shall endeavor to have a
5 distinct understanding as to the time and place
6 of meeting with the officials on the system of
7 road upon which the controversy exists, making
8 due allowance for the convenience of both par-
 ties.

2 Sec. 23. When a strike is inaugurated under
3 the provisions of the foregoing sections, the
4 Grand President shall at once cause official
5 notice to be sent to all Subordinate Lodges,
 stating the causes which led to the same.

2 Sec. 24. Any member or members causing a
3 strike or participating therein, except as hereinbe-
4 fore provided, shall be expelled from the Brother-
5 hood. The subordinate Lodges in whose jurisdic-
6 tion an unauthorized strike occurs shall within ten
7 days, expel all members engaged in such strike.
8 While under charge, or engaged in an unau-
9 thorized strike, no member shall be granted a
10 transfer or withdrawal card. If within ten days
11 the Subordinate Lodge does not expel the mem-
12 bers engaged in a strike, the Charter of the
13 Lodge may be revoked by the Grand President,
14 who shall transfer the members not participat-
 ing in the strike to other Lodges

2 Sec. 25. Striking members, during the con-
3 tinuance of a strike, and while out of employ-
4 ment shall be exempt from the payment of spe-
5 cial assessments levied for the benefit of the
6 Protective Department.

2 Sec. 26. The Grand President, in conjunction
3 with the Grand Executive Committee, shall have
4 authority to use such money for legal advice and
5 other incidental expenses as in their judgment
6 may be required for the successful prosecution
7 of a strike.

2 Sec. 27. In the event of a strike being called
3 on by 75 per cent of the members, it may be
4 called off by two-thirds majority of the Ex-
5 ecutive Committee and Joint Protective Board,
6 with the sanction of the Grand President.

2 Sec. 28. The Joint Protective Board is author-
3 ized to instruct the Grand Secretary-Treasurer to
4 levy such assessments, in advance, upon the
5 members employed on the system over which
6 it has jurisdiction, as may be necessary to carry
7 forward the work, and any member failing or
8 declining to pay such assessments shall stand
9 expelled after the last day of payment men-
10 tioned in the call, and any Lodge failing to
11 collect and pay over its pro rata share of assess-
12 ments thus levied, shall stand suspended. The
13 Grand Secretary-Treasurer shall issue to each
14 Lodge a receipt for monies thus paid and at
15 the end of each fiscal year he shall issue to each
16 Lodge on the system a full report of all busi-
17 ness (including receipts and disbursements)
18 transacted by each system organization dur-
19 ing the year. No assessments shall be levied
20 on any employe not a member of the Brother-
21 hood, nor shall any member of the Joint Pro-
22 tective Board give his entire attention to such
23 work, or receive any fixed compensation for his
24 services unless it has been ordered by two-
25 thirds of the Lodges on the system.

2 Sec. 29. Should any member of a Local or
3 Joint Protective Board decline to work in har-
4 mony with other members of the Board, or refuse

4 to aid in carrying out the instructions of the
5 Grand President, or become obnoxious to mem-
6 bers of the Board or the railway officials with
7 whom conference are being held, he may be sus-
8 pended by the majority of the members of the
9 Board and not allowed to be present or to take
10 part in the meeting between the Board and the
11 railway officials. In the absence of the Grand
12 President or his assistant, the Chairman of the
13 Joint Protective Board shall be spokesman for
14 the Board.

Sec. 30. Any member who shall divulge any
2 part of the business or proceedings of any Lodge
3 of the Brotherhood, or of any Joint or Local
4 Protective Board, to any railway official, or other
5 person not entitled to know the same, or who
6 shall sign any document presented to him by
7 such official, or other person, for the purpose of
8 nullifying his obligations to the Brotherhood,
9 shall be deemed guilty of conduct unbecoming
10 a member, and upon conviction thereof shall be
11 expelled from the Order.

GENERAL INSTRUCTIONS.

All remittances to the Grand Lodge must be
2 made by Registered Letter, Postoffice Order,
3 Express Money Order, or drafts on New York,
4 Washington, Chicago, New Orleans or St. Louis.
5 Drafts, Checks, Money Orders, etc., must be
6 made payable to S. J. Pegg, Grand Secretary-
7 Treasurer.

Members employed on roads that have not
2 made trade agreements with their Maintenance
3 of Way employes cannot have grievances ad-
4 justed on account of holding membership in the
5 Brotherhood. Members employed on roads that
6 have made agreements with their Maintenance
7 of Way employes, having grievances to adjust,
8 must pursue the course outlined in the laws
9 governing the Protective Department and pro-
10 vided for in the agreement between themselves
11 and the railway companies.

A brother may hold a working card paid up in
2 the Brotherhood as indicating dues, etc., paid up

3 to date at headquarters, but unless a receipt for
4 Local Lodge dues, signed by the Secretary, or
5 some one authorized to receive same, such
6 brother is not protected as the Grand Lodge has
7 no authority to instruct Lodges to incur expenses
8 conducting cases. The Grand Lodge is not a
9 protecting department in this sense. It is the
10 Local Lodges who are a primary party to judging
11 the merits of all cases in dispute. The Local
12 Lodge is the jury who decides the merits of all
13 cases and every brother must submit his case to
14 his Lodge. The Lodge bears the primary ex-
15 penses therefore, if the brother has not, and
16 refuses to pay Local Dues, the Local Lodge is
17 justified in refusing to authorize any one to
18 adjust his case.

The Grand Lodge has no power to enforce a
2 Subordinate Lodge in doing anything different
3 in such matters, all dues and assessments must
4 be paid before protection is solicited by any
5 brother. It is not intended that any brother
6 or brothers may interest themselves on any
7 grievance until such time as the brother in-
8 terested has placed himself on record. It is the
9 duty every brother owes to the Order and to
10 himself in particular that he shall participate in
11 the Protective Department when he feels ag-
12 grieved or considers himself unjustly treated.

Until practically all of the Maintenance of
2 Way employes working for a railway company
3 form themselves into a System Oorganization,
4 select and authorize a committee to take charge
5 of their affairs, they cannot reasonably expect
6 to be dealt with as an organized body.

All members should refrain from discussing
2 the business affairs of the Brotherhood with
3 railway officials and other parties who do not
4 contribute anything towards its support. Those
5 desiring information can obtain it by applying to
6 their local representatives, or to their Grand
7 Officers, who are their paid servants.

Members should familiarize themselves with
2 the policy of the Brotherhood and with the laws
3 and assist in enforcing them.

UNIVERSITY OF ILLINOIS LIBRARY



3 0112 062110405